Annual Report

OCTOBER 1, 1999 – JUNE 30, 2000

Saskatchewan
Apprenticeship and
Trade Certification
Commission

101-02040/

Saskatchewan Apprenticeship and Trade Certification Commission

Annual Report

October 1, 1999 – June 30, 2000

Opportunity At Work

For additional copies contact:

Saskatchewan Apprenticeship and
Trade Certification Commission
217-3085 Albert St
Regina SK S4P 3V7
Telephone: (306) 787-2209
Fax: (306) 787-5859

Apprenticeship and
Trade Certification
Commission

Room 226
3085 Albert Street
Regina, Canada
S4P 3V7

(306) 787-2444
(306) 787-5105 Fax

November 27, 2000

The Honourable Dr. Lynda M. Haverstock
Lieutenant Governor
Province of Saskatchewan
4607 Dewdney Avenue
REGINA SK S4P 3V7

Your Honour:

I have the honour to present the Saskatchewan Apprenticeship and Trade Certification Commission annual report for the year ending June 30, 2000. The financial statements included in the report were prepared in accordance with *The Apprenticeship and Trade Certification Act, 1999.*

Respectfully submitted,

Glenn Hagel
Minister Responsible for the Saskatchewan
Apprenticeship and Trade Certification Commission

"Apprenticeship — an investment in the future."

Contents

I. THE COMMISSION

Message from the Board Chairperson 6

Message from the Acting CEO 8

Overview of the Apprenticeship and Trade Certification System 10

Formation of a Commission 12

Vision, Mandate, Principles 13

The Commission Board of Directors 14

Commission Boards 16

Commission Areas of Responsibility 17

Designated Trades in Saskatchewan 18

II. HIGHLIGHTS OF 1999 – 2000

Goals: Industry-led 20

Quality Service 21

Partnerships 22

Funding 26

Corporate Performance 26

III. FINANCIAL HIGHLIGHTS OF 1999-2000

Management Report 27

Auditor's Report 28

Financial Statements 1-4 29

Notes to Financial Statements 33

IV. APPRENTICESHIP AND TRADE CERTIFICATION STATISTICS

Apprentice Statistics: Indentures, Completions and Cancellations by Trade 1999-2000 36

Attendance in Apprenticeship Technical Training Courses by Trade and Stage of training 37

Interprovincial Standards Examinations 38

Indentures, Completions, Cancellations and Apprentices 19995-96 to 1999-2000 38

V. FUTURE OBJECTIVES 39

VI. COMMISSION OFFICES 40

I. THE COMMISSION

A Message from the Board Chairperson

It is my pleasure to present the first annual report of the Saskatchewan Apprenticeship and Trade Certification Commission. On October 1, 1999, many years of work resulted in the proclamation of a new Apprenticeship and Trade Certification Act and the creation of the Commission.

Apprenticeship is industry's work-based training and certification program. Ownership and responsibility for the apprenticeship system belongs to industry. Since October 1, the Commission has managed the apprenticeship program in Saskatchewan through an industry-led partnership of employers, workers, government and trainers. This is another first for apprenticeship and a first for Saskatchewan. It is an achievement of which we can all be proud.

The creation of the Commission was a decisive step in the apprenticeship renewal process that the Provincial Apprenticeship Board initiated in the mid-1990's. At that time, we could see the need for a new strategic direction for apprenticeship. Profound changes were ahead for apprenticeship - such as the funding of apprenticeship training and changes in the composition of Saskatchewan's population and labour force. This was an opportunity to take charge of the agenda for apprenticeship in order to develop a strong workplace training culture.

The Provincial Apprenticeship Board consulted with all its partners in apprenticeship to guide the renewal process. The underpinning of that renewal process is the new Commission, which brings together the apprenticeship partners in an industry-led governance structure. We are now in a position to harness industry's strength in the service of apprenticeship as never before, and to work in a renewed partnership with government and training institutions.

While we have taken an important step forward in the apprenticeship renewal process, there are more challenges ahead. The Commission must establish its identity as an industry-led trades training and certification program. We must generate additional revenue to support our training and operations activities. And we are in the process of renewing our leadership at the board and senior management level. A new Commission board, the majority of whose members will be selected by industry sector groups, will take office in the year ahead.

The new board and staff will be entrusted with the stewardship of industry's apprenticeship program. While the Commission looks forward to a secure and prosperous future, we must understand where we have come from. Our program, established in Saskatchewan in 1944, has a long and honourable tradition. Apprenticeship meets the skilled labour needs of employers in a way that is effective, proven and unparalleled. Equally important, it provides the means for working men and women to get and keep good, rewarding jobs and secure a better future for their families.

Apprenticeship is also one of the cornerstones of the provincial economy. Let us keep our history and traditions in mind as we adapt to the realities of a new century.

In the new year I will be retiring from my positions in apprenticeship. It has been my honour and pleasure to work with many capable, dedicated individuals in my twenty-seven years as a member, and seventeen years as Chair, of the Provincial Apprenticeship Board and Commission Board. I am grateful for the opportunity to have contributed to this important work. I wish the Commission and its new leaders every success in the years ahead.

George Pellerin, Chair

A Message from the Acting Chief Executive Officer

The Saskatchewan Apprenticeship and Trade Certification Commission began its first year of operations with the successful transfer of the staff and program from the Saskatchewan Department of Post-Secondary Education and Skills Training on October 1, 1999. The pace of change and growth has continued unabated since then.

We have strengthened the partnership among the board, management, staff, department officials and our colleagues in the training sector. A notable achievement has been the creation of an active and committed Union-Management Working Committee to provide a forum for discussion, planning and the joint resolution of issues.

Board members, staff and other partners participated in a strategic visioning workshop early in the year, which produced a long-term strategic plan. That plan provided the basis for the development and approval of the Commission's first business plan.

In our first year, we revitalized the trade board system, appointing 44 new trade boards with over 260 members. Trade Boards will play a key role in providing direction from industry and taking the Commission message to the workplace. Another key achievement this year is the creation of our five industry sector groups and the co-operation of those sector groups in the selection of industry representatives for the new Commission Board.

The Commission has maintained a leading role in the Red Seal Program, which is the system which establishes national apprenticeship standards and promotes co-operation among Canada's provinces and territories. Saskatchewan also played a pivotal role in the creation and support of the InterProvincial Alliance of Apprenticeship Board Chairs.

The sustainable funding of apprenticeship has been a priority for the Commission. A lot of work was done by a committee of apprenticeship partners who examined the funding and fee structure within apprenticeship. Building on the preliminary work of that committee, the Commission Board considered and, as an initial step, approved a substantial change to the existing apprenticeship fee structure. Funding of apprenticeship training and services, and the role that increased revenue generation will play, is a top priority for the Commission.

The number of apprenticeship trades and number of apprentices is growing at a brisk pace. That growth is placing new demands on all our systems. This year we added two new trades - Electronics Assembler and Custom Harvester. Both of these are non-traditional trades and firsts for Canada.

It is vote of confidence in our workplace-based training system that new industry groups choose to participate in apprenticeship. It also places an unprecedented level of

demand on our system. At present, three new trades are in varying stages of application for designation as apprenticeship trades.

The Commission is working to improve the access and success of equity group members in apprenticeship. The doorway to apprenticeship is through the workplace, so there are some unique challenges for the Commission in this area. Aboriginal persons, women in pre-dominantly male occupations and other equity group members must be hired and registered as apprentices by their employers before they enter the apprenticeship system. Our challenge is to make the business case to employers for a diverse workforce and to develop creative ways to attract, support and retain equity group members to our training and certification system.

The Commission and its apprenticeship program have made great strides forward in terms of visibility and recognition as part of the post-secondary education and training system in Saskatchewan. Our challenge in this area is to continue that progress and to participate effectively in the development and implementation of the broad post-secondary sector strategic plan which is emerging under the direction of the Department of Post-Secondary Education and Skills Training. We are also working towards the implementation of a new accountability system which integrates planning, performance, evaluation and reporting.

Taken together, these challenges promise a rich, busy and exciting year ahead. We are building on the solid foundation of our first nine months of operations. I wish to extend my thanks to the dedicated staff and board members for the hard work and excellent results to date. In particular, I wish to thank my predecessor, Wayne McElree, who served as Acting Chief Executive Officer until May 19 of this first year.

The Commission is off to a good start. Soon a new, industry-led Commission Board will be appointed. That Board will inherit an apprenticeship program which is structured to effectively meet its future challenges and to serve the needs of apprentices and employers in Saskatchewan.

R.D. (Bob) Guthrie, Acting Chief Executive Officer

Overview of the Apprenticeship and Trade Certification Program

Apprenticeship is a system of training and certification in a trade. Apprenticeship involves a formal agreement between an employee who wants to learn a skill and an employer who needs a skilled worker. This formal apprenticeship agreement is registered with the Saskatchewan Apprenticeship and Trade Certification Commission. The apprenticeship agreement sets out the responsibilities and obligations of the employer and the apprentice, and the period of training. Advanced standing may be awarded for previous work experience and training.

Apprenticeship training leads to certification in a designated trade.

Apprenticeship training ranges from two to five years, depending on the trade. Apprenticeship training consists of a practical component, in which apprentices learn 'how' to do a task, combined with a theoretical training component in which apprentices learn 'why' they do the various tasks. Apprentices spend approximately 80% of their time working on the job, learning the knowledge and skills of the trade from a certified journeyperson. This practical training is reinforced with periods of theoretical and technical training, usually at a technical institute. Apprentices generally enroll in one formal technical training course per year. The majority of technical courses are offered through the Saskatchewan Institute of Applied Sciences and Technology (SIAST). Training is also contracted through private training providers; some trades training takes place in other provinces. Technical training usually occurs in blocks of time, six to ten weeks in length.

Industry plays a primary role in the delivery of the apprenticeship program.

Industry is the primary trainer. Apprentices spend approximately 80% of their training time working on the job, learning the knowledge and skills of the trade from a certified journeyperson.

Apprentices who have experienced the broad range of skills in the trade; worked the prescribed number of hours on the work site; and successfully completed all levels of technical training, are eligible to write the journeyperson trade examination in order to become certified in a designated trade. A Certificate of Completion of Apprenticeship and a Journeyperson Certificate of Qualification are issued to apprentices who successfully complete the journeyperson examination.

The provinces/territories have legislative responsibility for apprenticeship training and certification. Each province/territory has the authority to designate trades and set standards for training and certification in those trades. As a result, each province/territory has its own independent apprenticeship system, although all have similar legislative and regulatory frameworks.

Industry plays a primary role in the development and delivery of the apprenticeship program. In Saskatchewan, each trade has a board structure, comprised of equal numbers of employer and employee representatives, that advises and makes recommendations with regard to apprenticeship training and certification.

Apprenticeship is a partnership of industry (both business and labour), government, education and training institutions.

Certification standards in one province/territory are not always recognized in another. The Interprovincial Standards "Red Seal" program was initiated in an effort to aid labour mobility across Canada. In most trades, completing apprentices and holders of provincial/ territorial Journeyperson Certificates of Qualification can challenge an Interprovincial Standards "Red Seal" examination. If successful, a "Red Seal" is attached to a provincial/territorial Journeyperson Certificate of Qualification. Workers at the journeyperson level are then qualified to work in their trade in any participating province/territory, without having to write further trade examinations or undertake additional training.

Employers accept journeyperson certification at face value because industry has set the standard of performance, both at a provincial level and at a national level.

In Saskatchewan...

- There are 46 designated trades. Four of the trades require compulsory apprenticeship training.
- As of June 2000, there were 5367 apprentices registered in the system: 4589 male and 778 female apprentices.
- 2764 apprentices accessed technical training during 1999-2000.
- 191 provincial journeyperson certificates and 778 Interprovincial Standards 'Red Seal' certificates were issued in Saskatchewan during 1999-2000. (Data is based on activity from July 1, 1999 to June 30, 2000.)
- Employers hire and register apprentices, and provide journeyperson supervision to apprentices. There are approximately 8000 employers involved in the apprenticeship and trade certification program in Saskatchewan.

Formation of a Commission in Saskatchewan

The decision in 1996 by the federal government to withdraw all funding from apprenticeship training by June 30, 1999 led industry to take action to develop recommendations to government for the renewal of the apprenticeship system in Saskatchewan. The Provincial Apprenticeship Board (PAB), with the support of the Minister, embarked on a renewal process. Following extensive consultations during 1996 and 1997, the PAB identified an industry-led model as the preferred option for the future of the apprenticeship system.

Saskatchewan's new Apprenticeship and Trade Certification Act 1999 was proclaimed on October 1, 1999 and the Saskatchewan Apprenticeship and Trade Certification Commission was implemented.

A common theme throughout this process was that industry must take more responsibility for the effective and efficient operation of the apprenticeship system. This theme of increased industry responsibility and involvement was consistent with the Saskatchewan Training Strategy objective to increase the responsiveness of the Apprenticeship and Trade Certification Program to better meet industry needs. It was also consistent with the directions being developed in other western provinces. Increased industry involvement in decision-making is seen to be a necessary direction toward industry taking more responsibility for investing in people, creating jobs and improving the skills of the workforce.

Representatives of all Trade Advisory Boards (TAB) unanimously endorsed the Provincial Apprenticeship Board's (PAB) recommendation in June 1997. The PAB Chair formally communicated industry's recommendation for the future structure of apprenticeship to the Minister of Post-Secondary Education and Skills Training in June 1997. Cabinet approved the establishment of a new Apprenticeship Commission in May 1998.

Saskatchewan's Apprenticeship and Trade Certification Program is co-managed by industry and government.

In May 1999, a new *Apprenticeship and Trade Certification Act 1999* received Royal Assent. The Act provides for an industry-led apprenticeship system that will be more responsive to the needs of employers and employees. In this model, industry and government share the authority for managing the commission. It will put resources and operational decision-making in a commission that will be governed by a board, with a majority of industry (business and labour) representation.

Responsibility for the day-to-day operations of the apprenticeship system is included. The new Act provides authority to the Commission to make regulations respecting operational matters while maintaining authority through Lieutenant Governor in Council regulations for strategic policy matters. This approach, within a comprehensive accountability framework, will result in an increased industry commitment to training and certification.

Saskatchewan Apprenticeship and Trade Certification Commission

The commission adds value to society by:

- *ensuring standards are met*
- *providing training and certification*
- *supporting career development*
- *increasing employability*
- *increasing worker mobility*
- *enhancing public protection*

VISION

To lead a training and certification process that results in an enhanced social and economic environment encompassing personal achievement, public awareness and protection, and a skilled, productive and competitive society.

MANDATE

To create a relevant, accessible and responsive apprenticeship training and certification system to meet employers' and employees' needs and priorities. The Commission delivers this mandate under the framework of *The Apprenticeship and Trade Certification Act, 1999* and *The Apprenticeship and Trade Certification Regulations.*

PROGRAMS AND SERVICES

Programs and services include career awareness, trades designation, industry occupational standards, curriculum and examination development, apprentice registration and documentation, training scheduling and purchase, testing, certification and compliance.

OPERATING PRINCIPLES

The Commission is guided by the following principles and values in how it works internally and with its clients:

- *Industry-Focus:* Industry has a direct and active role in the direction and governance of the apprenticeship system.
- *Partnerships:* Alliances of stakeholders are encouraged to strengthen the apprenticeship system.
- *Responsive:* Assistance and services are provided to industry, partners and clients in a pro-active, timely and efficient manner.
- *Teamwork:* Combined efforts in an environment of trust, respect and collaboration produce quality results.
- *Communication:* A two-way regular, clear and concise information flow is essential to ensure quality service.
- *Accountable:* The apprenticeship system must produce a skilled certified workforce; be outcomes-based and accountable to individuals, industry and government through performance measurement and regular reporting. Standards must be clearly defined and maintained in training and the workplaces throughout the province.

The Commission Board of Directors

Saskatchewan's *Apprenticeship and Trade Certification Act 1999* establishes the Commission as an Agent of the Crown reporting to the Minister of Post-Secondary Education and Skills Training with an industry-led board, plus representation from trainers, under-represented groups and government.

The Apprenticeship and Trade Certification Act 1999 authorizes the Commission to manage the Apprenticeship and Trade Certification system. This includes:

- *designating trades for apprenticeship training and certification;*
- *generating, retaining and expending revenues;*
- *registering apprentices and journeypeople, monitoring their training and providing certification of skill levels achieved;*
- *determining and charging fees for products and services;*
- *entering into agreements for training delivery; and representing Saskatchewan on interprovincial initiatives.*

The Commission Board includes the following members:

- a majority of the members of the Board of Directors are industry representatives with equal numbers of employer and employee representatives;
- one employee of the Department of Post-Secondary Education and Skills Training, to be recommended by the minister;
- one employee of the Department of Education, to be recommended by the minister responsible for *The Education Act, 1995*;
- one representative from the Saskatchewan Institute of Applied Science and Technology, to be recommended by the minister;
- a minimum of one employee from each industry sector, to be selected by the organizations designated in the regulations;
- a minimum of one employer from each industry sector, to be selected by the organizations designated in the regulations; and
- one or more persons to be recommended by the minister to act on behalf of under-represented groups.

The new Act gives the Commission the authority to make regulations to ensure the efficient and effective operation of the apprenticeship system to meet the needs of industry in a timely manner.

The Act ensures accountability to both industry and government.

The Commission is mandated to:

- create a responsive and relevant training system;
- increase access to apprenticeship training and to develop a more representative workforce in the designated trades;
- form strong industry/SIAST partnerships to ensure high quality responsive training to meet the needs of industry and apprentices;
- increase promotion of apprenticeship as a quality career option for young people;
- undertake human resource planning to meet industry skill needs; and
- strengthen Saskatchewan's reference to national and international standards as a means to ensure that the workforce is recognized for its high calibre throughout North America, thus contributing to the competitive advantage of Saskatchewan companies.

The Commission Interim Board of Directors

TRANSITION BOARD MEMBERS
OCTOBER 1, 1999 TO END OF TRANSITION PERIOD

NAME/REPRESENTING TRADE/SECTOR

George Pellerin (Chair)
Saskatchewan Provincial Pipe Trades Association

Paul McLellan (Vice-Chair)
Saskatchewan Construction Association

Patrick Cardinal
Interprovincial Association on Native Employment Inc.

Edward Cowley
Saskatchewan Provincial Building & Construction Trades Council

Garth Ivey
Canadian Federation of Labor - Saskatchewan Council

Keith Johns
Saskatchewan Nursery Trade Association

Margaret Lipp
Saskatchewan Education

Vince Marcotte
Mechanical Contractors Association of Saskatchewan Inc.

Geordy McCaffrey
Dumont Technical Institute

William (Bill) Nelson
Saskatchewan Tourism Education Council

Valerie Overend
Saskatchewan Women in Trades & Technology

Al Parish
Canadian Manufacturer's Association

Lily Stonehouse
Post-Secondary Education and Skills Training

Bob Todd
Saskatchewan Federation of Labour

Commission Boards

Several boards have been appointed to assist the Commission administer the apprenticeship and trade certification program in Saskatchewan. The current boards are: Trade Boards, Curriculum and Examination Development Boards and Trade Examining Boards.

TRADE BOARDS

Saskatchewan has 44 trade boards with 260 members.

Each designated trade has its own Trade Board (TB) consisting of equal representation from employers and workers, and a Commission representative. Trade Boards are chaired by industry representatives. These boards govern the apprenticeship training and certification of apprentices in Saskatchewan. Trade Boards make recommendation to the Commission Board with respect to curricula for courses and apprenticeship training, examinations, entrance requirements for apprentices, guidelines for evaluating trade experience and granting credit, as well as changes to regulations to reflect current industry needs. The boards evaluate the need for training and types of certification in their trade. Trade Boards provide an advisory function to the Commission.

CURRICULUM AND EXAMINATION DEVELOPMENT BOARDS

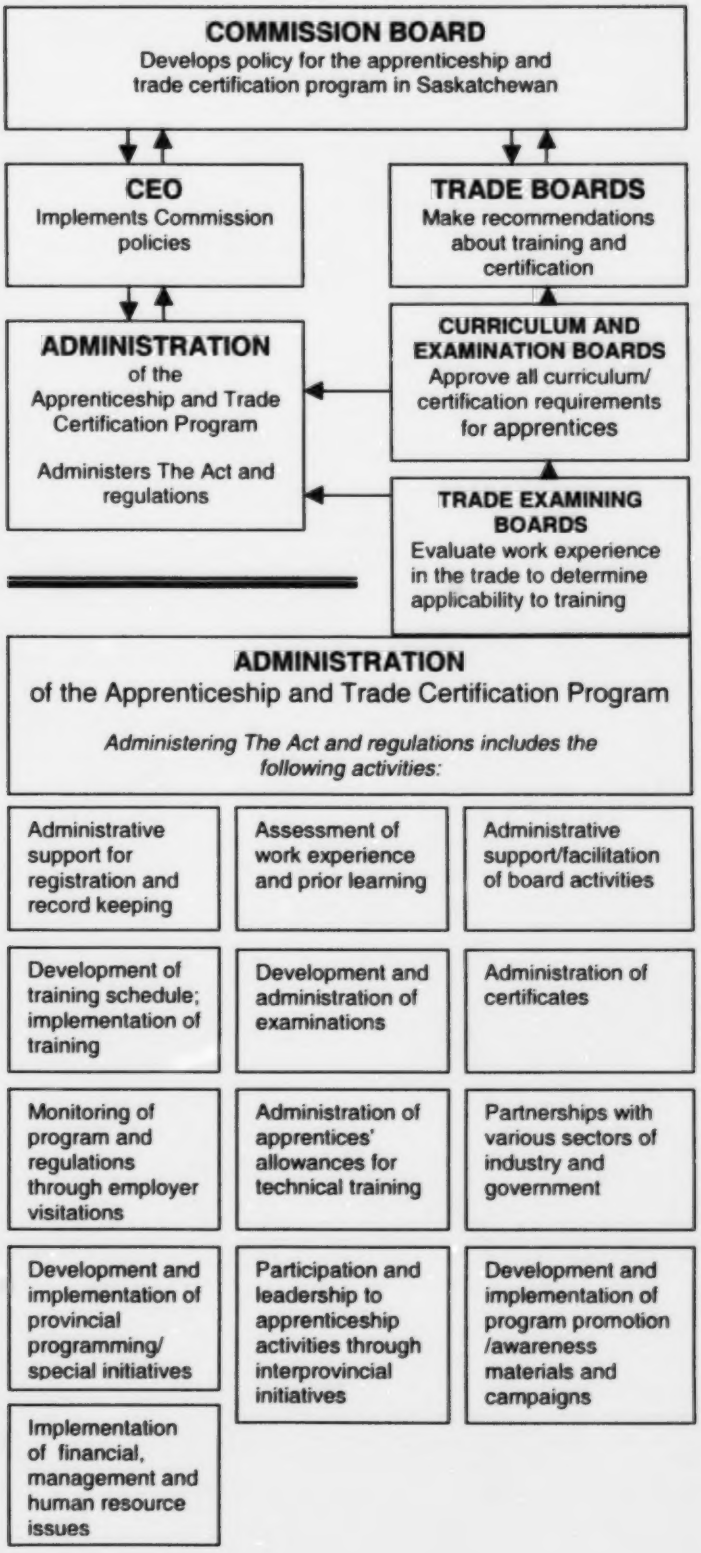
Curriculum and Examination Development Boards (CEDB) develop and approve training curricula and certification examinations for their trade. These boards consist of equal representation of employers and workers from their trade. A Commission representative facilitates the meetings. Curriculum and Examination Development Boards report to the Trade Board for their trade.

TRADE EXAMINING BOARDS

Trade Examining Boards (TEB) evaluate trade time (work experience) for apprentices and journeypersons applying for examination or progressing through the apprenticeship program. These board members determine when an apprentice can advance to the next level of training, which directly affects an apprentice's salary range and eligibility to attend technical training. Trade Examining Boards consist of equal representation from employers and workers.

Saskatchewan Apprenticeship and Trade Certification Commission

Areas of Responsibility


COMMISSION BOARD
Develops policy for the apprenticeship and trade certification program in Saskatchewan
CEO
Implements Commission policies
TRADE BOARDS
Make recommendations about training and certification
ADMINISTRATION
of the Apprenticeship and Trade Certification Program
Administers The Act and regulations
CURRICULUM AND EXAMINATION BOARDS
Approve all curriculum/ certification requirements for apprentices
TRADE EXAMINING BOARDS
Evaluate work experience in the trade to determine applicability to training
ADMINISTRATION
of the Apprenticeship and Trade Certification Program
Administering The Act and regulations includes the following activities:
Administrative support for registration and record keeping
Assessment of work experience and prior learning
Administrative support/facilitation of board activities
Development of training schedule; implementation of training
Development and administration of examinations
Administration of certificates
Monitoring of program and regulations through employer visitations
Administration of apprentices' allowances for technical training
Partnerships with various sectors of industry and government
Development and implementation of provincial programming/ special initiatives
Participation and leadership to apprenticeship activities through interprovincial initiatives
Development and implementation of program promotion /awareness materials and campaigns
Implementation of financial, management and human resource issues

Designated Trades in Saskatchewan

There are four designated trades that require compulsory apprenticeship training: Electrician, Plumber, Refrigeration Mechanic, and Sheet Metal Worker.

Thirty-nine of the designated trades in Saskatchewan are interprovincial 'Red Seal' trades, indicated in bold in the following list.

AGRICULTURE
Custom Harvester
Horticulture Technician
Pork Production Technician

CONSTRUCTION
Boilermaker
Bricklayer
Carpenter
Concrete Finisher
Crane and Hoist Operator
- Boom Truck Operator "A"
- Boom Truck Operator "B"
- Conventional Crane Operator
- Hoist Operator
- Hydraulic Crane Operator
- Tower Crane Operator

Drywall and Acoustical Mechanic
Electrician
Floorcovering Installer
Glassworker
Industrial Mechanic (Millwright)
Insulator
Ironworker Reinforcing Rebar
Ironworker Structural
Painter and Decorator
Plasterer
Plumber
Power Lineperson
Refrigeration Mechanic
Roofer
Sheet Metal Worker
Sprinkler Systems Installer
Steamfitter-Pipefitter
- Petroleum Installer Technician

Tilesetter
Water Well Driller

MINING/MANUFACTURING/MAINTENANCE
Electrician
Electronics Assembler
Industrial Instrument Mechanic
Industrial Mechanic (Millwright)
Machinist
Refrigeration Mechanic
Steel Fabricator
Welder
- Production Line Welder

MOTIVE POWER/MECHANICAL REPAIR
Agricultural Machinery Technician
Aircraft Maintenance Engineer Technician
Automotive Service Technician
Heavy-Duty Equipment Technician
Motor Vehicle Body Repairer
- **Motor Vehicle Body Refinisher**

Partsperson
Truck and Transport Mechanic

TOURISM/HOSPITALITY/SERVICE
Barber-Stylist
Cook
Cosmetologist
Electronics Technician (Consumer Products)
Food and Beverage Person
Guest Services Representative
Locksmith

Industry is a training culture.

Journeyperson Certification in Saskatchewan

In Saskatchewan, the requirements for certification are two-fold:

1) *work experience is to have been broad and in-depth.* Work experience is based on criteria that has been developed by industry.

2) *individuals are required to pass examinations with a mark of 70%.* Trade examinations are developed and validated by industry, and administered by the Saskatchewan Apprenticeship and Trade Certification Commission.

Saskatchewan Apprenticeship and Trade Certification Commission

II. HIGHLIGHTS OF THE 1999-2000 PROGRAM

"At industry's request, we've established a new industry-led Board and Commission that is well-qualified to ensure training is current, flexible and responsive to a changing labour market."

- Glenn Hagel, Minister of Post-Secondary Education and Skills Training

GOALS of the Saskatchewan Apprenticeship and Trade Certification Commission

Industry-led

1. Industry-Led: *Industry provides effective leadership in the apprenticeship system*

The number of registered apprentices has continued to grow. As of June 30, 2000 there are 5367 apprentices registered in 46 designated trades. This is an increase of 99 apprentices (2%) over the last year and an increase of 1323 apprentices (33%) over the past five years.

Technical training was provided for 2764 apprentices in 1999-2000, compared with 2692 apprentices (2% increase) in the previous year, and 2450 apprentices (9% increase) over the last five years. According to the four levels of apprenticeship, the distribution for 1999-2000 is as follows: first year: 656 apprentices; second year: 755 apprentices; third year: 773 apprentices; and fourth year: 580 apprentices.

DESIGNATION

The number of designated trades has increased from 26 in 1986 to 46 in 1999. Custom Harvester and Electronic Assembler have been approved for trade designation by the Commission Board; Petroleum Installer Technician has been approved for proficiency status; Dutch Elm Disease Technician has been approved as an endorsement in the Horticulture Technician trade. Applications for trade designation of Cabinetmaker, Pipeline Equipment Operator and Outdoor Power Equipment Technician are in process. Baker and Recreational Vehicle Technician occupations have expressed interest in designation.

A YEAR OF TRANSITION

The existing provincial Apprenticeship Board agreed to act as the Commission Interim Board during this year of transition. A process was implemented to appoint new trade boards for the 46 designated trades to replace the previous trade advisory boards.

In October 1999, the Commission Board members, trade board members and staff participated in a strategic planning session that articulated the Commission's future direction through its mandate and operating principles. The strategic planning session set the parameters for the development of a business plan for the Commission, and guidelines for accountability to industry and government.

Quality Service

2. Quality Service: *The Commission provides quality program and service delivery and maintains standards to meet the needs of employers, workers and public.*

ALLOWANCES

Historically, the federal government provided various allowances to apprentices while they attended technical training. Over time, federal policy changed where allowances were only provided to apprentices who were eligible for Employment Insurance (EI). In Saskatchewan, two types of allowances were made available to employment insurance eligible apprentices. Apprentices who lived away from home while attending technical training were eligible for a "living away from home allowance". Apprentices who were not eligible for employment insurance, but had an EI claim in the past three years, were eligible for a "living allowance".

The Department of Post Secondary Education and Skills Training accepted the responsibility to administer several programs from the Federal Government in 1999. In July 1999, the Apprenticeship and Trade Certification Program accepted the responsibility to administer the allowances to apprentices. The Skills Training Benefit regulations were amended to include the allowances for apprentices. A provincial computer system was developed that linked information between the federal EI system and the provincial system for the purpose of allowance payments and reporting.

During the 1999/2000 academic year 1610 apprentices received allowances totaling $1,291,625.

SERVICE TO CLIENTELE

Throughout the past year, the Commission provided service to apprentices in the following sectors:

Agriculture: 74 apprentices;
Construction: 2507 apprentices;
Mining/Manufacturing/Maintenance: 1667 apprentices;
Motive Power/Mechanical Repair: 1513 apprentices; and
Tourism/Hospitality/Service: 969 apprentices.

During this period, 2000 employer workplace assessment services were provided. Approximately 15,000 trade experience assessments were performed for apprentices and tradespeople to ensure that industry standards for work experience are met by individuals who attend training or write examinations.

EQUITY GROUP MEMBER PARTICIPATION

The Commission is pursuing partnership strategies to improve the recruitment, retention and completion of equity group members.

Improving equity group members' access to and success in apprenticeship is an important goal of the Commission. This year, 1108 apprentices from equity seeking groups were registered to participate in the apprenticeship training system: aboriginal persons 128; visible minorities 7; people with disabilities 19; Inuit 1; women 953 (of whom 227 are in predominantly male occupations). Information on equity group participation is obtained through self declaration on Commission application forms. Not all individuals self-declare.

PROTOCOL TRAINING AGREEMENTS

During the course of the year, protocol training agreements were signed with Western Trade Training Institute and SaskPower. Negotiations continue with Saskatchewan Institute of Applied Science and Technology (SIAST).

SUPPORT FOR BOARD ACTIVITIES

The Commission board and the 44 trade boards meet regularly to provide direction to the Commission administration and to the apprenticeship and trade certification program.

An orientation session was held in May 2000 to for all trade board members. The orientation session provided an opportunity for board members to gain an appreciation of the role of the trade boards in the apprenticeship and trade certification program *i)* to ensure that services provided by the apprenticeship and trade certification program meet the needs of industry; and *ii)* to re-establish industry as a training culture.

Thirteen trade advisory and trade board meetings were held during 1999-2000. A full slate of trade board meetings is scheduled for the 2000-2001 year.

Each trade will develop its own human resource plan. Planning stages of this project commenced in 1999-2000 with a search for available labour force data. The project will be scaled up in 2000-2001 to meet legislative requirements.

Partnerships

3. Partnerships: *Partnerships are established and maintained to grow and add value to the apprenticeship system.*

SASKATCHEWAN TOURISM EDUCATION COUNCIL (STEC)

The Apprenticeship and Trade Certification Commission is partnered with the Saskatchewan Tourism Education Council to provide journeyperson certification for Food and Beverage Person and for Guest Services Representative. Presently the Commission certifies apprentices who have completed STEC certification and a number of Train the Trainer and OH&S courses. Apprentices must also complete 100 hours hotel audit work experience for Guest Services Representative.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES (SIIT)

The Apprenticeship and Trade Certification Commission has partnered with the Saskatchewan Indian Institute of Technologies (SIIT) to deliver two level 1 carpenter apprenticeship programs to aboriginal apprenticeship learners. This initiative will increase aboriginal participation in apprenticeship programs.

DUMONT TECHNICAL INSTITUTE (DTI)

The Commission intends to partner where possible with aboriginal training institutions to increase the access, retention and success of persons of aboriginal ancestry. Officials of the Commission are working with DTI to establish a joint training

committee to facilitate the training and certification of Métis people in apprenticeship occupations.

CONSTRUCTION CAREER DEVELOPMENT PROJECTS

The Career Construction Development Project (CCDP) is a partnership involving industry, SIAST, the Apprenticeship and Trade Certification Commission and the aboriginal community. The objective of the project is to prepare aboriginal learners for jobs in the construction sector. Projects are centered in Regina and Saskatoon. The Apprenticeship and Trade Certification Commission is represented on the steering committee of both CCDPs.

SASKATCHEWAN WOMEN IN TRADES AND TECHNOLOGY (SaskWITT)

In 1996 SaskWITT formed partnerships with several government agencies, including the Apprenticeship and Trade Certification Program to introduce and train women carpenters and develop a cooperative style construction company. The objective of the program was to introduce women to trades, with a particular focus on the carpenter trade where they could secure well paying jobs.

The five year plan included delivering training to two groups of level 1 women carpenter apprentices. Along with the level 1 carpenter apprenticeship curriculum, the women were taught special life skills that assisted in dealing with situations women encounter in predominately male work sites. After completing level 1 training, the women spent 26 weeks working as a crew in the community for non-government organizations such as the Food Bank, Transition House and the YWCA. The women then attended the next levels of carpenter technical training at SIAST Palliser Campus over the next three years, and gained work experience through the cooperative they had formed. In the spring of 2000, the first four (4) women graduated from level 4 apprenticeship.

SKILLS CANADA SASKATCHEWAN

The Commission continues to provide funding and support for increased awareness of the apprenticeship and trade certification program to youth through leadership activities and skill competitions through Skills Canada Saskatchewan. Congratulations to the four apprentices who participated in the 1999-2000 national Skills Canada competitions in Quebec City in June 2000: Wesley Mix (electrical motor control); Jason Melhoff (electrical wiring); Steve Rommel (automotive service technician); and Cory Mohr, who achieved gold medal standing in carpentry.

NORTHERN APPRENTICESHIP COMMITTEE (NAC)

The mandate of the Northern Apprenticeship Committee is to promote and coordinate an apprenticeship training program flexible enough to meet the unique challenges of the northern labour market, while maintaining the industry-set standards of the apprenticeship training system. NAC provides greater opportunities for people in northern Saskatchewan to find longer periods of employment and to progress through apprenticeship training more quickly. NAC also helps

contractors and businesses to locate trained northern trades workers through a central registry. NAC membership includes the Commission, training agencies, construction associations, Aboriginal agencies, and provincial and federal governments. NAC has hired a manager to oversee the project.

ALTERNATE DELIVERY METHODS FOR TRAINING

Emphasis has been placed on strengthening partnerships to deliver innovative and flexible technical training to meet the varying needs of industry.

- Technical training was delivered in centres near apprentices' homes so family life was not disrupted and living away from home expenses would not have to be incurred. Training was delivered for carpenters in LaRonge, Stanley Mission and Cumberland House; boom truck training for the crane and hoist operator trade was delivered in Lloydminster, Estevan, Regina and Saskatoon; level 3 cook training was delivered in Swift Current; and training for welder apprentices was delivered in North Battleford.

- In a pilot project, the Saskatchewan Indian Institute of Technology (SIIT) delivered level 1 carpenter training for the first time. One course was delivered in Saskatoon and another on the Yellow Quill Reserve.

- Automotive Service Technician training for level 1 apprentices was delivered at the workplace and Prior Learning Assessment and Recognition were used in recognizing dealership courses. Apprentices attended two weeks of training at Kelsey Campus to complete level 1 training. This style of delivery reduced the living away from home costs for apprentices.

- Machinist, Industrial Mechanic (Millwright), Electrician, Steel Fabricator and Welder apprentices attended technical training on an extended day format. Classes commenced in the early afternoon and ended in the early evening. With the growth in the number of apprentices, it was difficult to accommodate all training needs. Using regular day delivery and extended day delivery provided training to apprentices whom otherwise may not have been offered training.

- Bricklayer apprentices continued to have all three levels of training delivered in one course. Training was delivered to15 apprentices in Moose Jaw.

- In a partnership with Trans Canada Pipeline, technical training for level 1 Industrial Mechanic (Millwright) apprentices was delivered primarily at the workplace with welding training at Palliser Campus, Moose Jaw and one week of theory and exams at Kelsey Campus.

- Training for 16 roofer apprentices was delivered at the workplace over the course of several months. Continual monitoring of the training was conducted by Woodland Campus with testing on the job and at Palliser Campus.

- Crane and Hoist Operator apprentices received training through distance delivery over a six-month period with classroom instruction on five weekends throughout the period. The training concluded with a one-week review and examinations.

HIGH SCHOOL TO APPRENTICESHIP

The Apprenticeship and Trade Certification Commission is partnered with Saskatchewan Education to provide credit in apprenticeship for equivalent training and experience acquired at the high school level. Articulation of practical and applied arts courses to apprenticeship in welding, autobody repair and professional cooking, have been completed. Electrical, carpentry, machining, and motor vehicle mechanical repair are nearing completion. Graduates of an articulated high school program qualify to access both time and training credit in apprenticeship.

INTERPROVINCIAL STANDARDS "RED SEAL" PROGRAM

Saskatchewan continues to take a leadership role in interprovincial apprenticeship activities. Impending implementation of the *Agreement on Internal Trade* that addresses the issue of labour mobility across Canada, has heightened the importance of the Interprovincial Standards "Red Seal' Program.

The Canadian Council of Directors of Apprenticeship (CCDA) was given authority by the Forum of Labour Market Ministers to develop and implement a national computerized examination question bank for all Red Seal trades. This project is known as the Interprovincial Computerized Examination Management System (ICEMS). ICEMS has two major components: the creation of the examination banks themselves, and the software to operationalize the project across Canada. Saskatchewan is responsible for item development in five trades; of those, four banks have been finalized, with the last bank to be completed in the 2000-2001. Saskatchewan chairs the ICEMS working group responsible for the overall management of the item development process.

Saskatchewan also provides leadership in interprovincial activities through its involvement in CCDA's Promotion, Marketing and Information Committee. Saskatchewan serves as coordinator and editor for the CCDA Action Newsletter.

Funding

4. Funding: *Stakeholders in the apprenticeship system provide equitable and sustainable investments.*

The Commission receives an annual grant from the department of Post-Secondary Education and Skills Training for operations and the purchase of training. Additional revenue is received through the collection of fees.

Corporate Performance

5. Corporate performance: *The Commission is a quality organization with sufficient resources to achieve its vision.*

COMMUNCIATIONS/ MARKETING

Through consultation with the various stakeholders of apprenticeship, a *communication strategy* for the Apprenticeship and Trade Certification program has been developed and implemented. Promotional materials have focused on creating an awareness of trades as a career option, targeting youth, employers, aboriginal people and residents of northern Saskatchewan through brochures, posters, and radio, print and bus advertisements.

The communication strategy is addressing the role of the apprenticeship training culture.

Print materials were displayed at more than 50 trade shows and high school career days. Particular focus was given to specific print materials for high school administrators and guidance counsellors, employers, journeypersons, and apprentices.

More information about the apprenticeship and trade certification program can be achieved through the new toll free number 1-877-363-0536, or by visiting our web site at www.sasknetwork.gov.sk.ca.

The Saskatchewan Apprenticeship and Trade Certification Commission was established with the proclamation of Bill No. 26 on October 1, 1999.

III. FINANCIAL HIGHLIGHTS OF 1999-2000

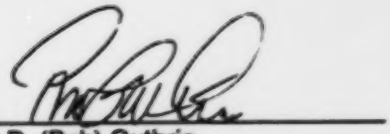
Management Report

October 19, 2000

The financial statements have been prepared by management in accordance with generally accepted accounting principles. The management of the Commission has been assisted in the preparation of these statements by financial officers of the Saskatchewan Department of Post-Secondary Education and Skills Training.

Management has ensured that the financial statements are presented fairly in all material respects. Management maintains a system of internal controls over accounting and administrative practices to ensure that the information presented is accurate and reliable. These measures provide reasonable assurance that transactions are recorded and executed in compliance with legislation and required authority, and that assets are adequately safeguarded.

The Commission Board is responsible for reviewing and approving the financial statements and ensures that management fulfills its responsibilities for financial reporting. The financial statements have been audited by the Provincial Auditor of Saskatchewan, whose report follows.



R.D. (Bob) Guthrie
Acting Chief Executive Officer

Provincial Auditor Saskatchewan

1500 Chateau Tower
1920 Broad Street
Regina, Saskatchewan
S4P 3V7

Phone: (306) 787-6398
Fax: (306) 787-6383
Internet e-mail: info@auditor.sk.ca

Auditor's Report

To the Members of the Legislative Assembly of Saskatchewan

I have audited the statement of financial position of the Saskatchewan Apprenticeship and Trade Certification Commission as at June 30, 2000 and the statements of operations and accumulated operating surplus, and cash flows for the nine-month period then ended. The Commission's management is responsible for preparing these financial statements for Treasury Board's approval. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Commission as at June 30, 2000 and the results of its operations and its cash flows for the nine-month period then ended in accordance with generally accepted accounting principles.

Regina, Saskatchewan
October 19, 2000

Fred Wendel, CMA, CA
Acting Provincial Auditor

Statement 1

APPRENTICESHIP AND TRADE CERTIFICATION COMMISSION
STATEMENT OF FINANCIAL POSITION
As at June 30, 2000

Financial assets:	
Due from General Revenue Fund (Note 4)	$ 1,664,116
Accounts Receivable	61,627
Prepaid Expenses	7,460
Total financial assets	1,733,203
Liabilities:	
Accounts payable and accrued liabilities	1,447,669
Accrued vacation leave	96,009
Total Liabilities:	1,543,678
Accumulated surplus	$ 189,525
Accumulated surplus represented by:	
Accumulated revenue over expense	218,398
Less tangible capital assets (Statement 4)	(28,873)
	$ 189,525

(See accompanying notes to the financial statements)

APPRENTICESHIP AND TRADE CERTIFICATION COMMISSION
STATEMENT OF OPERATIONS AND ACCUMULATED OPERATING SURPLUS
For the Period October 1, 1999 to June 30, 2000

Revenue:	
Grants - General Revenue Fund	5,665,272
Client Fees	74,692
Federal Contribution Agreement	100,000
Interest	46,769
Total Revenue	$ 5,886,733
Expenses:	
Salaries	1,265,900
Program Contractual Services	3,536,653
Amortization Expense	9,603
Other Contractual Services	82,335
Honorariums, Board Expenses	95,248
Travel	139,082
System Consulting	400,565
Telephone expense	36,916
Advertising and printing	26,087
Space Rental	39,465
Equipment Rental	13,853
Office supplies	21,149
Postage, Courier, Freight	1,479
Total Expenses	5,668,335
Excess of revenue over expenses	218,398
Net (increase) in tangible capital assets	(28,873)
Surplus for the year	189,525
Accumulated surplus, beginning of period	-
Accumulated surplus end of period	$ 189,525

(See accompanying notes to the financial statements)

APPRENTICESHIP AND TRADE CERTIFICATION COMMISSION
STATEMENT OF CASH FLOWS
For the Period October 1, 1999 to June 30, 2000

Cash flows from operating activities:	
Cash receipts from General Revenue Fund	5,347,937
Cash receipts from Government of Canada	100,000
Cash receipts from clients	73,492
Interest received	24,722
Cash paid to suppliers and employees	(1,557,870)
Cash paid to provide program services	(2,285,689)
Cash flows from operating activities	1,702,592
Cash flows from investing activities:	
Purchase of capital assets	(38,476)
Cash flows from investing activities:	(38,476)
Increase in cash	1,664,116
Due from General Revenue Fund, beginning of period	-
Due from General Revenue Fund, end of period	1,664,116

(See accompanying notes to the financial statements)

APPRENTICESHIP AND TRADE CERTIFICATION COMMISSION
STATEMENT OF TANGIBLE CAPITAL ASSETS
For the Period October 1, 1999 to June 30, 2000

	Office Equipment	Computer Hardware	Total
Opening costs	$ -	$ -	$ -
Additions during the year	317	38,159	38,476
Closing cost	317	38,159	38,476
Opening accumulated amortization	-	-	-
Annual amortization	63	9,540	9,603
Closing accumulated amortization	63	9,540	9,603
Net Book Value of Tangible Capital Assets	$ 254	$ 28,619	$ 28,873

(See accompanying notes to financial statements)

SASKATCHEWAN APPRENTICESHIP AND TRADE CERTIFICATION COMMISSION
NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD
OCTOBER 1, 1999 TO JUNE 30, 2000

1. Description of Business

The Apprenticeship and Trade Certification Commission (the Commission) was established as a Treasury Board Crown Corporation, by The Apprenticeship and Trade Certification Commission Act, 1999 effective October 1, 1999.

The purpose of the Commission is to provide apprenticeship training services to Saskatchewan residents.

2. Significant Accounting Policies

These financial statements have been prepared using accounting principles appropriate for the public sector and reflect the following significant accounting principles.

a) The Basis of Accounting

The accounts are prepared on the accrual basis of accounting.

b) Period of Accounting

These financial statements cover the period October 1, 1999 to June 30, 2000.

c) Revenue

The revenue of the Commission consists of monies provided by the Department of Post-Secondary Education and Skills Training to operate the Commission and train apprentices, fees charged to apprentices, a federal contribution for development of the Interprovincial Computerized Examination Management System (ICEMS), and interest revenue.

Revenue is recorded when received or receivable.

d) Expenses

Expenses represent the cost of resources consumed during the period of operations. Expenses include a provision for the amortization of tangible capital assets purchased during the period.

e) Tangible Capital Assets

Tangible capital assets were transferred on October 1, 1999 from the Department of Post-Secondary Education and Skills Training. These assets were fully depreciated at the time of transfer.

Tangible capital asset purchases are recorded at cost. The cost and related accumulated amortization of items retired or disposed of are removed from the records and any gains or losses are included in the statement of operations and accumulated surplus.

Amortization is recorded on tangible capital asset purchases on a straight-line basis over their estimated useful lives as follows:

- Office Equipment 5 years
- Audio/Visual Equipment 5 years
- Computer software and hardware 4 years

f) Net increase in tangible capital assets

The net increase in tangible capital assets represents adjustments required to report the surplus for the year on an expenditure basis.

3. Due from the General Revenue Fund

The Commission's bank account is included in the Consolidated Offset Bank Concentration arrangement for the Government of Saskatchewan.

Earned interest is calculated and paid by the General Revenue Fund on a quarterly basis into the Commission's bank account using the Government's thirty day borrowing rate and the Commission's average daily account balance. The average rate for the period October 1, 1999 to June 30, 2000 was 5.07%.

4. Related Party Transactions

These financial statements include transactions with related parties. The Commission is related to all Saskatchewan Crown agencies such as departments, corporations, boards and commissions under the common control of the Government of Saskatchewan.

Routine operating transactions with related parties are recorded at the rates charged by those organizations and are settled on normal trade terms. In addition, the Commission pays Provincial Sales Tax to the Saskatchewan Department of Finance on all its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

The Commission has not been charged with any administrative costs and no provision for such costs is reflected in these statements. These costs are borne by the Department of Post-Secondary Education and Skills Training. Also, the Department paid for the employee benefits of the Commission.

Other transactions with related parties and amounts due to/from them are described separately in the financial statements and the notes thereto.

5. Financial Instruments

The Commission's financial instruments include due from the General Revenue Fund, accounts receivable, and accounts payable. The carrying amount of these instruments approximates fair value due to their immediate or short-term maturity. These instruments have no interest or credit risk.

6. Trust Funds

Trust funds are property held and administered on behalf of beneficiaries. Trust assets are not owned by the Commission, and the Commission has no equity in the funds. Therefore, trust funds are not included in the financial statements. The trust did not have any transactions during the period. The Commission held and administered a trust fund on behalf of the Canadian Council Directors Partnership. At June 30, 2000, the trust fund balance was $17,434.

IV. STATISTICS

APPRENTICESHIP STATISTICS INDENTURES, COMPLETIONS AND CANCELLATIONS BY TRADE 1999-2000

Trade	Number of Apprentices July 1, 1999	Indentures	Cancellations	Completions	Number of Apprentices June 30, 2000
Agricultural Machinery Technician	197	37	7	38	189
Aircraft Maintenance Engineer	18	15	0	0	33
Automotive Service Technician	465	137	78	81	443
Barber Stylist	6	7	1	6	6
Boilermaker	31	8	7	5	27
Bricklayer	31	6	16	2	19
Carpenter	738	175	261	27	625
Cement Finisher	20	2	12	0	10
Cook	162	55	32	14	171
Cosmetologist	430	256	0	99	587
Crane and Hoist Operator	31	1	19	1	12
Sub: Boom Truck Operator "A"	2	5	3	0	4
Sub: Boom TruckOperator "B"	3	5	2	0	6
Sub: Conventional Crane Operator	3	2	0	0	5
Sub: Hoist Operator	0	0	0	0	0
Sub: Hydraulic Crane Operator	7	5	4	0	8
Sub: Tower Crane Operator	1		1	0	0
Custom Harvester	0	0	0	0	0
Drywall and Acoustical Mechanic	1	0	1	0	0
Electrician	697	201	93	93	712
Electronics Assembler	0	0	0	0	0
Electronics Technician (C.P.)	10	2	8	0	4
Floorcovering Installer	1	0	0	0	1
Food and Beverage Person	27	4	0	3	28
Glassworker	5	7	0	1	11
Guest Services Representative	13	3	1	0	15
Heavy-Duty Equipment Mechanic	209	46	37	32	186
Horticulture Technician	4	1	0	1	4
Industrial Instrument Mechanic	130	45	27	15	133
Industrial Mechanic (Millwright)	258	68	40	48	238
Insulator	2	0	1	0	1
Ironworker Reinforcing Rebar	0	0	0	0	0
Ironworker Structural	36	14	1	3	46
Locksmith	3	2	0	0	5
Machinist	198	41	31	34	174
Motor Vehicle Body Repairer	178	29	39	23	145
Sub: Motor Vehicle Body Refinisher	3	0	0	0	3
Painter and Decorator	4	3	2	0	5
Partsperson	78	26	11	22	71
Plasterer	10	0	1	0	9
Plumber	325	113	10	31	397
Pork Production Technician	49	40	0	1	88
Power Lineperson	93	15	16	6	86
Refrigeration Mechanic	81	33	1	18	95
Roofer	30	2	7	2	23
Sheet Metal Worker	116	60	1	9	166
Sprinkler Systems Installer	20	10	1	4	25
Steamfitter-Pipefitter	35	41	0	8	68
Steel Fabricator	12	18	0	0	30
Tilesetter	7	2	3	1	5
Truck and Transport Mechanic	123	22	24	21	100
Water Well Driller	1	1	0	0	2
Welder	357	121	64	76	338
Sub: Production Line Welder	7	3	2	0	8
Total	5268	1689	865	725	5367

ATTENDANCE IN APPRENTICESHIP TECHNICAL TRAINING COURSES BY TRADE AND STAGE OF TRAINING 1999-2000

Attendance in Apprenticeship Technical Training Courses by Trade and Stage of Training 1999-00					
	Enrolment Levels				
Trade	All Levels	First	Second	Third	Fourth
Agricultural Machinery Technician	127	12	30	40	45
Aircraft Maintenance Engineer	14	3	6	1	4
Automotive Service Technician	284	56	54	75	99
Barber Stylist *	N/A	N/A	N/A	N/A	N/A
Boilermaker	21	7	10	4	N/A
Bricklayer	15	6	5	4	N/A
Carpenter	263	76	81	58	48
Cement Finisher	1	0	1	0	N/A
Cook	92	24	33	35	N/A
Cosmetologist *	N/A	N/A	N/A	N/A	N/A
Crane and Hoist Operator	9	9	0	0	N/A
Custom Harvester	0	0	0	0	0
Drywall and Acoustical Mechanic	0	0	0	0	N/A
Electrician	573	136	170	151	116
Electronics Assembler	0	0	0	0	0
Electronics Technician (C.P.)	0	0	0	0	N/A
Floorcovering Installer	0	0	0	0	N/A
Food and Beverage **	N/A	N/A	N/A	N/A	N/A
Glassworker	2	0	0	1	1
Guest Services Representative **	N/A	N/A	N/A	N/A	N/A
Heavy-Duty Equipment Mechanic	138	34	24	48	32
Horticulture Technician	0	0	0	0	0
Industrial Instrument Mechanic	40	14	6	12	8
Industrial Mechanic (Millwright)	201	47	58	49	47
Insulator	0	0	0	0	N/A
Ironworker Reinforcing Rebar	0	0	0	0	N/A
Ironworker Structural	34	12	12	10	N/A
Locksmith	1	1	0	0	N/A
Machinist	115	13	23	34	45
Motor Vehicle Body Repairer	78	8	18	29	23
MVB Refinisher	0	0	0	N/A	N/A
Painter and Decorator	1	1	0	0	N/A
Partsperson	37	7	16	14	N/A
Plasterer	0	0	0	0	N/A
Plumber	225	55	72	51	47
Pork Production Technician	0	0	0	N/A	N/A
Power Lineman	47	20	22	0	5
Refrigeration Mechanic	55	12	12	12	19
Roofer	16	4	7	5	N/A
Sheet Metal Worker	73	22	24	17	10
Sprinkler Systems Installer	5	2	0	3	0
Steamfitter-Pipefitter	43	13	13	10	7
Steel Fabricator	11	11	0	0	N/A
Tilesetter	4	2	0	2	N/A
Truck and Transport Mechanic	70	10	12	24	24
Water Well Driller	0	0	0	N/A	N/A
Welder	169	39	46	84	N/A
Production Line Welder *	0	0	0	0	0
TOTAL	**2764**	**656**	**755**	**773**	**580**
* Technical training is completed prior to registration.					
** Technical training is in partnership with Saskatchewan Tourism.					
N/A - No applicable training for this Trade/Level					
Note: Data is based on activity July 1, 1999 to June 30, 2000					

INTERPROVINCIAL STANDARDS EXAMINATION

Interprovincial Standards Examinations, 1998-2000				
	1998-99		1999-00	
Trade	Number Examined	Number Passed	Number Examined	Number Passed
Agricultural Machinery Technician	45	39	56	46
Automotive Service Technician	114	69	124	96
Boilermaker	5	5	4	4
Bricklayer	6	4	4	0
Carpenter	79	45	67	49
Cook	44	28	62	32
Cosmetologist	186	168	200	171
Crane and Hoist Operator	7	2	2	0
Electrician	101	81	120	103
Electronics Technician (C.P.)	0	0	0	0
Floorcovering Installer	1	1	0	0
Glassworker	2	2	1	1
Heavy-Duty Equipment Mechanic	51	34	46	29
Industrial Instrument Mechanic	41	33	39	21
Industrial Mechanic (Millwright)	38	25	58	51
Insulator	0	0	0	0
Ironworker Structural	0	0	11	4
Machinist	33	33	46	44
Motor Vehicle Body Repairer	19	18	25	22
Subtrade: MVB Refinisher	0	0	0	0
Painter and Decorator	1	1	1	1
Partsperson	27	25	28	25
Plumber	40	32	52	41
Power Lineman	12	9	4	1
Refrigeration Mechanic	14	11	19	19
Roofer	3	0	2	2
Sheet Metal Worker	24	21	9	9
Sprinkler Systems Installer	2	1	2	2
Steamfitter-Pipefitter	33	32	28	26
Steel Fabricator	3	3	1	1
Truck and Transport Mechanic	24	18	31	23
Welder	122	107	119	96
TOTAL	1077	847	1161	919

* Data is based on activity July 1, 1999 to June 30, 2000

INDENTURES, COMPLETIONS, CANCELLATIONS AND APPRENTICES 1995-96 TO 1999-2000

* Indentures, Completions, Cancellations and Apprentices 1995-96 to 1999-00

Year	Number of indentures during year	Number of completions during year	Number of cancellations during year	Number of apprentices at end of year
1995-96	1141	265	408	4044
1996-97	1197	523	300	4418
1997-98	1420	334	501	5003
1998-99	1379	670	444	5268
1999-00	1689	725	865	5367

* Data is based on activity July 1, 1999 to June 30, 2000.

V. FUTURE OBJECTIVES 2000-2001

During 2000-2001, the Apprenticeship and Trade Certification Commission will continue with its transition to an industry-led commission.

The following objectives reflect this transition:

1. **Industry-Led:** ***Industry provides effective leadership in the apprenticeship system***

   - Implement the new Apprenticeship and trade Certification Commission and renewal initiative.
   - Develop and implement a marketing plan.

2. **Quality Service:** ***The Commission provides quality program and service delivery and maintains standards to meet the needs of employers, workers and public.***

   - Revise the multi-year strategic plan.
   - Provide timely and responsive delivery of programs and services for employers and workers.
   - Refine provincial delivery of Skills Training Benefits for apprentices.

3. **Partnerships:** ***Partnerships are established and maintained to grow and add value to the apprenticeship system.***

   - Establish and maintain liaison with Saskatchewan industry associations and labour organizations.
   - Promote partnerships with industry to encourage human resource planning.
   - Establish and maintain good working relationships with SIAST, Regional Colleges and private trainers.
   - Maintain linkage with Saskatchewan Labour Force Development Board.
   - Establish and maintain good working relationships with equity group organizations.
   - Increase apprenticeship training access for the Northern and Aboriginal population.
   - Promote and increase Red Seal activity.

4. **Funding:** ***Stakeholders in the apprenticeship system provide equitable and sustainable investments.***

   - Develop and implement a revenue generation strategy.
   - Research and document the value of industry investment in apprenticeship training.

5. **Corporate performance:** ***The Commission is a quality organization with sufficient resources to achieve its vision.***

   - Effectively promote apprenticeship to youth, employers, equity groups and the public.
   - Develop and implement an integrated system to improve accountability to industry and the provincial funding authorities.
   - Develop and implement a staff training and development plan for the Commission
   - Establish a clear identity for the Commission in a new Regina head office.

Saskatchewan Apprenticeship and Trade Certification Commission Offices

Saskatchewan Apprenticeship and
Trade Certification Commission
226 - 3085 Albert St
Regina SK S4P 3V7

Tel: (306) 787-2444
Fax: (306) 787-5105
e-mail: Apprenticeship@sasked.gov.sk.ca

District Offices:

Provincial Government Bldg *Phone: (306) 425-4385*
Box 5000 *Fax: (306) 425-4383*
La Ronge SK S0J 1L0

5124-50th St 1st Flr *Phone: (780) 871-6480*
Lloydminster AB T9V 0M3 *Fax: (780) 871-6449*

Provincial Office Building *Phone: (306) 694-3735*
110 Ominica St W *Fax: (306) 694-3815*
Moose Jaw SK S6H 6H2

1146 - 102 St *Phone: (306) 446-7409*
North Battleford SK *Fax: (306) 446-7586*
S9A 1E9

McIntosh Mall 9th Flr *Phone: (306) 953-2717*
800 Central St *Fax: (306) 953-2628*
Prince Albert SK S6V 6G1

Room 214 Walter Scott Bldg *Phone: (306) 787-7394*
3085 Albert St *Fax: (306) 787-5105*
Regina SK S4P 3V7

122-3rd Ave N 10th Flr *Phone: (306) 933-8476*
Saskatoon SK S7L 4J7 *Fax: (306) 933-7663*

350 Cheadle St W *Phone: (306) 778-8945*
Swift Current SK S9H 4G3 *Fax: (306) 778-8583*

72 Smith St E *Phone: (306) 786-1394*
Yorkton SK S3N 2Y4 *Fax: (306) 782-1612*